Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information
Information sur les milieux de travail

# Collective Bargaining Bulletin

**Volume 5, Issue 7, July 2002**

## FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

***Summaries*** of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

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**Internet: http://labour.hrdc-drhc.gc.ca/**

Le Bulletin existe également en français.

## SUMMARIES

**Boeing Canada Technology Ltd.** *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- 700 plant and maintenance employees, Winnipeg, Manitoba, reached a 36-month agreement which runs to July 10, 2005
- cost-of-living allowance fold-in of $1.00 plus wage adjustments of 40¢ per hour on July 11, 2002, 2003 and 2004
- signing bonus of $750
- increased pension benefits and improvements to health and welfare benefits and safety shoe allowance
- aerospace paid education leave

continued

Canada

**Parks Canada Agency** *and* **Public Service Alliance of Canada**

- 4,900 employees, Canada-wide, reached a first-time agreement which expires August 4, 2003
- wage adjustments of 3.2 per cent in the first year, 2.8 per cent in the second, and 2.5 per cent in the third year
- a number of regional pay zones for the GL and GS groups will be reduced from seven to two, retroactive to August 5, 2000
- pay harmonization and wage restructuring will occur for the AS/IS/PM groups, for the ES/SI groups, and for the CS group, matching rates negotiated at Treasury Board
- terminable allowances for the AR, EN, and CS groups will continue
- shift and weekend premiums increase to $2.00 per hour
- term and part-time employees will now be entitled to receive increments after accumulation of 52 weeks of service
- Agency will market surplus employees to the federal public service employers under the Workforce Adjustment Policy
- eight former National Joint Council directives will be included in the agreement
- improvements to vacation, sick, family related, care and nurturing and personal leaves

**Government of Canada** *and* **International Brotherhood of Electrical Workers**

- 1,190 technical service employees, Canada-wide, reached a 36-month agreement which expires August 31, 2004
- wage restructuring adjustment of 3.6 per cent on September 1, 2001 and wage adjustments of 2.8 per cent on September 1, 2001, 2.5 per cent on September 1, 2002, and 2.3 per cent on September 1, 2003
- improvements to vacation, bereavement, family related, responsibility and volunteer leave provisions
- improvements in overtime and call back meal allowances, shift and weekend premiums, sea duty and penological allowances

**Toronto Police Services Board** *and* **Toronto Police Association**

- 6,000 uniform officers, parking control officers, technical and office employees, Toronto, Ontario, reached a 36-month agreement which runs to December 31, 2004
- wage adjustments of 3.5 per cent on January 1, 2002, 2003 and 2004 for all employees
- effective July 1, 2003 and 2004, uniform officers receive retention/service pay adjustments of 3.0 per cent of the PC1 rate with eight years or more of service, 4.0 per cent with 17 years or more of service and 5.0 per cent with 23 or more years
- effective July 1, 2002, 2003 and 2004, various employees, other than uniform officers, receive additional market adjustments of 2.5 per cent
- commencing January 1, 2003, pilot project regarding 11.5-hour shifts will be introduced
- bi-partite job review committee established
- maternity leave top-up to be increased to 85 per cent, from 75 per cent, for 17 weeks
- increased tool and clothing allowances
- improvements in vision care, dental plan, speech therapy and orthotics benefits

**City of Prince George** *and* **Canadian Union of Public Employees**

- 500 inside and outside employees in Prince George, British Columbia, reached a 36-month agreement which expires December 31, 2004
- wage adjustments of 2.0 per cent on January 1, 2002 and 2003, and 3.0 per cent on January 1, 2004
- overtime meal allowance increased to $10, from $6.00

continued

- medical insurance plan employer contribution increased to 85 per cent, from 80 per cent of premium cost
- vision care now includes cost of eye exam to a maximum of $75 every two years
- bereavement leave in the event of death of spouse or child increased to five, previously three days

**Calgary Roman Catholic Separate School District No. 1** *and* **Alberta Teachers' Association**

- through arbitration, 2,640 elementary and secondary teachers in Calgary, Alberta, reached a 24-month agreement which runs to August 31, 2003
- wage adjustments of 6.25 per cent on September 1, 2001, 3.75 per cent on August 31, 2002, and 3.5 per cent on March 1, 2003
- improvements in principal and other occupational allowances

## CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at <http://hrdc.gc.ca/labour/nego>. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

| Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|
| **NEWFOUNDLAND AND LABRADOR** | | |
| √ Kiewit Offshore Services, Division of Peter Kiewit and Sons, Marystown **0203909** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (450 production employees) | April 6/2002 ********** April 17/2002 - April 16/2006 |
| **PRINCE EDWARD ISLAND** | | |
| √ Government of Prince Edward Island, province-wide **0460611** | Cdn. Union of Public Employees (620 maintenance, office and clerical employees and bus drivers) | May 15/2002 ********** July 1/2002 - June 30/2005 |
| **NOVA SCOTIA** | | |
| √ Nova Scotia Association of Health Organizations, province-wide **1118402** | Cdn. Union of Public Employees (2,800 health and social care professional employees) | May 13/2002 ********** April 1/2001 - March 31/2004 |
| **NEW BRUNSWICK** | | |
| Connors Bros. Limited, Charlotte County **0972605** | Charlotte Seafood Employees Association (1,000 plant and maintenance employees) | June 7/2002 ********** Jan. 1/2002 - Dec. 31/2004 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date<br>**********<br>Term of Contract |
|---|---|---|---|
| | **NEW BRUNSWICK (continued)** | | |
| | Electrical Contractors Association of New Brunswick Inc., province-wide<br>**0273308** | Intl. Brotherhood of Electrical Workers (350 electricians) | May 29/2002<br>**********<br>May 29/2002 - Dec. 31/2003 |
| | **QUEBEC** | | |
| | Cambior, La Mine Doyon, Rouyn-Noranda<br>**1066602** | United Steelworkers of America (310 mine employees) | May 11/2002<br>**********<br>Dec. 1/2000 - Nov. 30/2006 |
| √ | Dutailier inc., Saint-Pie<br>**1154802** | Centrale des syndicats démocratiques (250 production employees) | April 10/2002<br>**********<br>April 30/2002 - Aug. 12/2006 |
| | Supérieur Propane, Longueuil<br>**1148602** | Glass, Molders, Pottery, Plastics and Allied Workers Intl. Union (140 truck drivers) | June 25/2002<br>**********<br>May 1/2001 - April 30/2005 |
| √ | Transport Thibodeau inc., province-wide<br>**0922804** | Intl. Brotherhood of Teamsters (240 truck drivers and mechanics) | June 15/2002<br>**********<br>June 17/2002 - Dec. 31/2006 |
| | **ONTARIO** | | |
| | Bluewater District School Board, Chesley and area<br>**1119903** | Ontario Secondary School Teachers' Federation (550 secondary teachers) | June 18/2002<br>**********<br>Sept. 1/2001 - Aug. 31/2002 |
| | Canadian Standards Association (CSA International), Rexdale<br>**0637410** | Cdn. Union of Public Employees (380 administrative employees) | June 25/2002<br>**********<br>June 19/2002 - June 18/2004 |
| | City of Ottawa, Ottawa<br>**1270101** | Cdn. Union of Public Employees (2,400 recreational employees) | June 26/2002<br>**********<br>Jan. 1/2001 - Dec. 31/2003 |
| √ | Corporation of the City of Brampton, Brampton<br>**1236902** | Cdn. Union of Public Employees (550 inside and outside employees) | May 22/2002<br>**********<br>April 1/2002 - March 31/2005 |
| | Hôtel-Dieu Grace Hospital, Windsor<br>**1050604** | Service Employees' Intl. Union (230 office and clerical employees) | June 20/2002<br>**********<br>April 1/2001 - March 31/2004 |
| √ | Liquor Control Board of Ontario, province-wide<br>**0449809** | Ontario Liquor Board Employees Union (4,600 retail, warehouse, office and clerical employees) | June 28/2002<br>**********<br>April 1/2002 - March 31/2005 |

continued

| Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date<br>**********<br>Term of Contract |
|---|---|---|
| **ONTARIO (continued)** | | |
| √ P. W. Transportation Ltd., Mississauga **0918306** | P.W. Transportation Drivers Association (300 bus drivers and customer service employees) | March 5/2002<br>**********<br>March 28/2001 - March 28/2003 |
| Queen's University, Kingston **1170905** | Queen's University Faculty Association (860 professors and librarians) | May 11/2002<br>**********<br>May 1/2002 - April 30/2005<br>Reopener: April 30/2004 |
| Timmins and District Hospital, Timmins **1208503** | United Steelworkers of America (300 service, maintenance, office and clerical employees) | June 11/2002<br>**********<br>April 1/2002 - March 31/2005 |
| √ Volvo Motor Graders Limited, Goderich **0187408** | Intl. Association of Machinists and Aerospace Workers (450 production, maintenance, office and clerical employees) | June 26/2002<br>**********<br>July 1/2002 - June 30/2005 |
| **MANITOBA** | | |
| Freshwater Fish Marketing Corporation, province-wide **0032108** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (250 plant and maintenance employees) | June 28/2002<br>**********<br>May 1/2002 - April 30/2005 |
| Rolling River School Division No. 39, Minnedosa and area **0495609** | Manitoba Teachers' Society (150 elementary and secondary teachers) | June 19/2002<br>**********<br>July 1/2000 - June 30/2003 |
| Simplot Canada Limited, Brandon **0236008** | United Steelworkers of America (190 plant and maintenance employees) | June 30/2002<br>**********<br>July 1/2002 - June 30/2005 |
| √ Winnipeg School Division No. 1, Winnipeg **0996904** | Winnipeg Association of Non-Teaching Employees (1,300 food service, office and clerical employees and teaching assistants) | June 3/2002<br>**********<br>July 7/2001 - July 1/2005 |
| **SASKATCHEWAN** | | |
| √ Board of Police Commissioners of the City of Saskatoon, Saskatoon **0722907** | Saskatoon City Police Association (370 police officers) | June 20/2002<br>**********<br>Oct. 1/2001 - March 31/2004 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|---|
| | **ALBERTA** | | |
| √ | Board of Trustees of the Calgary Board of Education, Calgary **0502809** | Alberta Teachers' Association (5,940 elementary and secondary teachers) | June 27/2002 ********** Sept. 1/2001 - Aug. 31/2003 |
| √ | Board of Trustees of Edmonton School District No. 7, Edmonton **0503211** | Alberta Teachers' Association (4,780 elementary and secondary teachers) | June 27/2002 ********** Sept. 1/2001 - Aug. 31/2003 |
| √ | City of Calgary, Calgary **0725708** | Cdn. Union of Public Employees (350 para-medical technical employees) | June 14/2002 ********** Dec. 31/2001 - Dec. 28/2003 |
| √ | TransAlta Utilities Corporation, province-wide **0412608** | Intl. Brotherhood of Electrical Workers (480 plant and maintenance employees) | June 17/2002 ********** Jan. 1/2002 - Dec. 31/2003 |
| | **BRITISH COLUMBIA** | | |
| √ | Hospitality Industrial Relations, province-wide **0646408** | Hotel Employees and Restaurant Employees Intl. Union (3,500 hotel and restaurant employees) | June 20/2002 ********** June 1/2002 - May 31/2006 |
| | **NORTHWEST TERRITORIES** | | |
| √ | Government of Northwest Territories, territory-wide **1261702** | Public Service Alliance of Canada (3,200 office and technical employees) | June 28/2002 ********** April 1/2002 - March 31/2005 |
| | **MULTIPROVINCE** | | |
| √ | Air Canada Jazz, system-wide **1272201** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (1,200 customer service employees) | June 28/2002 ********** July 1/2002 - June 30/2005 |
| | Algoma Central Railway Inc., system-wide **1024203** | Various unions (125 railway employees) | Feb. 25/2002 ********** Feb. 1/2001 - Jan. 31/2005 |
| √ | Bell Canada, province-wide, Ontario and Quebec **0402807** | Canadian Telecommunications Employees' Association (12,140 office and clerical employees) | June 13/2002 ********** June 17/2002 -May 31/2005 |
| √ | Canadian Food Inspection Agency, Canada-wide **1248201** | Professional Institute of the Public Service of Canada (530 veterinarians) | May 27/2002 ********** Oct. 1/2000 - Sept. 30/2003 |

continued

| Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|
| **MULTIPROVINCE (continued)** | | |
| √ H.M. Trimble and Sons (1983) Limited, Western Region **0355607** | Intl. Union of Operating Engineers (180 truck drivers) | April 9/2002 ********** Dec. 1/2001 - Nov. 30/2003 |
| √ Royal Canadian Mint, Ottawa, Ontario, and Winnipeg, Manitoba **0157609** | Public Service Alliance of Canada (510 production, office and clerical employees) | June 17/2002 ********** Jan. 1/2002 - Dec. 31/2004 |

## CURRENT KEY NEGOTIATIONS

| Employer | Union | Number of employees | Status[1] | Expiry month |
|---|---|---|---|---|
| • Government of Canada | Various unions | 16,200 | B/CO/ARB | Jan. 01-May 02 |
| • Canada Customs and Revenue Agency | PIPS | 9,490 | TENT | June 01 |
| • Air Canada | CUPE | 4,500 | MED | Oct. 01 |
| • Canada Post | Postmasters | 10,000 | B | Dec. 01 |
| • CN Rail | Various unions | 5,230 | TENT | June 01 |
| • VIA Rail | BLE | 500 | MED | Dec. 00 |
| • Government of Nova Scotia | Teachers | 10,600 | CO | Dec. 01 |
| • Government of New Brunswick | CUPE (Education) | 1,600 | B | Feb. 02 |
| • Aliant Telecom Inc. (Atlantic) | CEP and ACTWU | 4,500 | B | Various |
| • Security and Investigation Agency (Que.) | Steelworkers | 8,020 | B | June 02 |
| • Stelco (Ont.) | Steelworkers | 4,000 | B | July 02 |
| • City of Toronto | CUPE/Firefighters | 29,910 | ARB | Various |
| • Ontario Hospital Association | PAIRO/OPSEU | 7,300 | B | Mar. 02 |
| • Regional Health Authorities of Manitoba | MGEU/CUPE | 13,400 | B | Mar./Apr. 02 |
| • Government of Saskatchewan | Teachers | 12,150 | CO | Aug. 02 |
| • Health Authorities of Alberta | Various unions | 18,140 | B | Mar. 02 |
| • TELUS (B.C. and Alta.) | TWU | 16,710 | B | Dec. 00 |
| • Alcan Smelters and Chemicals (B.C.) | CAW | 1,350 | B | July 02 |
| • Government of Nunavut | Teachers | 640 | B | June 02 |

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

*The content of this publication has been prepared by members of the Social Science Employees Association and the Public Service Alliance of Canada.*

## MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM JUNE 28 TO JULY 25, 2002

| Employer, Location, Union | Issues | Number of employees | Starting | Ending |
|---|---|---|---|---|
| Vidéotron Ltée., Montréal, Que. Canadian Union of Public Employees | Wages and job security | 2,200 | May 8, 2002 (Strike followed by lock-out) | |
| International Truck and Engine Corporation of Canada, Chatham, Ont. National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) | Not available | 800 | June 1, 2002 | Julu 22, 2002 |
| Noranda inc., Fonderie Horne, Rouyn-Noranda, Que. Fédération de la métallurgie | Job security and subcontracting | 500 | June 18, 2002 | |
| City of Toronto (Outside Workers), Toronto, Ont. Canadian Union of Public Employees | Not available | 6,800 | June 26, 2002 | July 11, 2002 (Special Legislation) |
| City of Toronto (Inside Workers), Toronto, Ont. Canadian Union of Public Employees | Not available | 17,000 | July 4, 2002 | July 11, 2002 (Special Legislation) |
| Pacific Newspaper Group, Vancouver, B.C. Communications, Energy and Paperworkers Union of Canada | Wages and benefits | 1,200 | July 2, 2002 (Lock-out) | July 21,2002 |
| Sécur inc., province-wide, Que. Canadian Union of Public Employees | Wages, hours and pension plan | 900 | July 5, 2002 | |

***Calendars of Collective Agreements Expiries and Reopeners***

*The **2002** Calendar listings for*
***MAJOR (500 +) and SMALL (100 to 499) Bargaining Units***

*are available on the*
*Workplace Information Directorate Web site at*

**http://labour.hrdc-drhc.gc.ca/milieudetravail_workplace/expiries/index.cfm/doc/english**

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Workplace Information

Information sur les milieux de travail

# *INFORMATION PRODUCTS AND CLIENT SERVICES*

## ***Client Services***

The Workplace Information Directorate is your source for up-to-date, customized information on industrial relations and collective bargaining in Canada.

By meeting your specific research needs, we can assist you in preparing for the resolution of issues at the bargaining table. We can also help you keep abreast of developments in the industrial relations field through our information service and publications. Our resources are used by negotiators, researchers, economists, consultants, journalists, teachers and many others.

## ***Wage Settlements Bulletin***

A monthly publication providing the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments. The aggregate data and details are published in the following groupings: public and private sectors, regions and jurisdictions, and major industry groups. Annual subscription: Canada, $200 plus 7% GST ($214); other countries, U.S. $200. (Available by e-mail, mail or fax).

## ***Workplace Gazette***

A quarterly publication providing data on wage adjustments from major collective bargaining settlements in Canada by public and private sectors, by region, by jurisdiction and by major industry; detailed analysis of selected provisions in major agreements; a chronological perspective on work stoppages; and, information on innovative workplace practices resulting from collective bargaining. It also features articles and case studies on pertinent industrial relations matters. Annual subscription: Canada, $125 plus 7% GST ($133.75); other countries, U.S. $125. (Available by mail only).

## ***Collective Bargaining Bulletin***

A monthly publication containing timely information based on recently signed major collective agreements in Canada. The publication focuses on summaries of changes to wages and benefits in selected settlements, the status of key negotiations as well as data on work stoppages. Also included is a list containing major settlement reports currently available on the Negotech database. Annual subscription: Canada, $50 plus 7% GST ($53.50); other countries, U.S. $50. (Available by e-mail and mail).

## ***Negotech***

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***Visit our Web Site*** for information on work stoppages, labour organizations in Canada, a calendar of collective agreement expiries and reopeners, articles and case studies published in the Workplace Gazette, information on innovative workplace practices and a selection of recent changes in Canadian labour laws.

## ***For further information, contact the Workplace Information Directorate:***

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# Collective Bargaining Bulletin

**Volume 5, Issue 8, August 2002**

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## SUMMARIES

**No Frills Franchise Stores** *and* **United Food and Commercial Workers International Union**

- 3,000 employees, province-wide, Ontario, reached a 54-month agreement which expires January 9, 2007
- wage adjustments for full- and part-time employees of 25¢ to top rates only on July 10, 2002, July 9, 2003, 2004, 2005, and 15¢ on July 9, 2006
- in July 2005, a voluntary pension plan will be introduced with equal employee and employer contributions
- improvements to dental plan fee schedules
- improvements to various leave entitlements including leave for educational purposes being granted for part-time employees

continued

Canada

**Government of Canada** *and* **Professional Association of Foreign Service Officers**

- 1,200 foreign service officers, Canada and abroad, reached a 24-month agreement which runs to June 30, 2003
- wage adjustments of 2.8 per cent on July 1, 2001, and 2.5 per cent on July 1, 2002
- in addition, on July 1, 2001, restructuring of wage rates for all of the employees in the Development Program, and the FS1 and FS2 pay ranges; on January 1, 2002, further restructuring for the FS1 pay range so that all employees are at the maximum level in the range
- introduction of leave without pay for care of immediate family
- two additional days of vacation leave after 10 years and 27 years of service
- establishment of one paid day leave for personal reasons and one day to work as a volunteer for charitable or community organization
- five days (previously three) in the event of death of immediate family and grandparent and step-child now included in definition of immediate family

**Queen Elizabeth Hotel** *and* **Fédération du commerce inc.**

- 680 service employees, Montréal, Quebec, reached a 36-month agreement which expires June 30, 2005
- wage adjustments of 3.0 per cent on July 1, 2002 and 2003, and 4.0 per cent on July 1, 2004
- employer contribution to the Registered Retirement Saving Plan increases to 4.0 per cent from 3.0 per cent
- effective January 1, 2003, employees will receive six weeks of vacation after 22 years of service
- in the event of total or partial hotel closure, employees with five years of service will receive one weeks' pay for each year of service to a maximum of $20,000 (previously, one weeks' pay to a maximum of 26 weeks)
- bereavement leave and various shift and allowance improvements

## CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at <http://hrdc.gc.ca/labour/nego>. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

| Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|
| **NEWFOUNDLAND AND LABRADOR** | | |
| √ Serco Facilities Management Inc., Goose Bay **1293801** | Public Service Alliance of Canada (290 administrative, support, service and maintenance employees and firefighters) | July 11/2002 ********** July 1/2002 - March 31/2008 |
| **PRINCE EDWARD ISLAND** | | |
| √ Association of Commercial and Industrial Contractors of Prince Edward Island, province-wide **0249807** | United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (100 plumbers and pipefitters) | July 15/2002 ********** March 1/2002 - Feb. 28/2007 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|---|
| | **NEW BRUNSWICK** | | |
| √ | Connors Bros. Limited, Blacks Harbour **0972605** | Charlotte Seafood Employees Association (1,000 plant and maintenance employees) | June 7/2002 ********** Jan. 1/2002 - Dec. 31/2004 |
| | Electrical Contractors Association of New Brunswick Inc., province-wide **0273308** | Intl. Brotherhood of Electrical Workers (350 electricians) | May 29/2002 ********** May 29/2002 - Dec. 31/2003 |
| √ | Workplace Health, Safety and Compensation Commission, province-wide **0949606** | Cdn. Union of Public Employees (100 office and clerical employees) | July 12/2002 ********** Jan. 1/2002 - Dec. 31/2004 |
| | **QUEBEC** | | |
| | Automobile Industry Employers' Association Inc., Montréal **0446607** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (850 garage employees) | July 6/2002 ********** July 16/2002 - July 15/2005 |
| √ | Cambior, La Mine Doyon, Rouyn-Noranda **1066602** | United Steelworkers of America (310 mine employees) | May 11/2002 ********** Dec. 1/2000 - Nov. 30/2006 |
| | Gouvernment du Québec, Comité de coordination patronal, province-wide **0960108** | Fédération de la santé et des services sociaux (2,800 ambulance technicians) | July 18/2002 ********** July 1/2002 - June 30/2005 Reopener: Dec. 31/2003 |
| √ | Hydro-Québec, province-wide **1249602** | Cdn. Union of Public Employees (2,800 scientific and other professional employees) | July 19/2002 ********** Jan. 1/2002 - Dec. 31/2004 Reopener: Dec. 31/2003 |
| | Iris Manufacturiers Bas Inc., Montréal **1294001** | Union of Needletrades, Industrial and Textile Employees (2,000 production employees) | July 20/2002 ********** Feb. 22/2002 - Feb. 21/2006 |
| √ | Supérieur Propane, Longueuil **1148602** | Glass, Molders, Pottery, Plastics and Allied Workers Intl. Union (140 truck drivers) | June 25/2002 ********** May 1/2001 - April 30/2005 |
| | **ONTARIO** | | |
| | Beachvilime Limited, Ingersoll **0024710** | Communications, Energy and Paperworkers Union of Canada (130 heavy equipment operators) | July 8/2002 ********** April 1/2002 - March 31/2006 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|---|
| | **ONTARIO (continued)** | | |
| √ | Bluewater District School Board, Chesley and area **1119903** | Ontario Secondary School Teachers' Federation (550 secondary teachers) | June 18/2002 ********** Sept. 1/2001 - Aug. 31/2002 |
| | Canada Science and Technology Museum Corporation, Ottawa **1195003** | Public Service Alliance of Canada (220 museum employees) | July 12/2002 ********** April 1/2002 - March 31/2003 |
| | Canadian Imperial Bank of Commerce, Visa Centre, Toronto **0457014** | United Steelworkers of America (800 technical, office and clerical employees) | June 20/2002 ********** March 1/2002 - Feb. 28/2004 |
| √ | Canadian Red Cross Society, Toronto,Thunder Bay, Cochrane and Essex County **1279702** | Service Employees Intl. Union (3,500 health service employees) | July 15/2002 ********** April 1/2002 - March 31/2005 |
| √ | Canadian Standards Association, operating as CSA International, Toronto **0637410** | Cdn. Union of Public Employees (380 administrative services employees) | June 25/2002 ********** June 19/2002 - June 18/2004 |
| √ | Catholic District School Board of Eastern Ontario, Smith Falls and area **1126903** | Ontario English Catholic Teachers' Association (850 elementary and secondary teachers) | July 2/2002 ********** Sept. 1/2002 – Aug. 31/2004 |
| √ | City of Ottawa, Ottawa **1270101** | Cdn. Union of Public Employees (2,400 part-time recreational employees) | June 26/2002 ********** Jan. 1/2001 - Dec. 31/2003 |
| √ | City of Toronto, Toronto **1208701** | Intl. Association of Fire Fighters (2,950 firefighters) | June 27/2002 ********** Jan. 1/1998 - Dec. 31/2001 |
| | Hamilton Police Services, Hamilton **0720208** | Hamilton Police Association (990 police officers) | July 9/2002 ********** Jan. 1/2000 - Dec. 31/2002 |
| √ | Holland Christian Homes Inc., Brampton **1142703** | Christian Labour Association of Canada (230 health service employees) | July 18/2002 ********** July 1/2002 - June 30/2005 |
| √ | Hôtel-Dieu Grace Hospital, Windsor **1050604** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (230 office and clerical employees) | July 2/2002 ********** April 1/2001 - March 31/2004 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date<br>************<br>Term of Contract |
|---|---|---|---|
| | **ONTARIO (continued)** | | |
| √ | Imperial Parking Limited,<br>Toronto<br>**1102503** | United Food and Commercial Workers Intl. Union (230 parking attendants) | July 14/2002<br>************<br>June 1/2002 - May 31/2005 |
| √ | Navistar International Corporation Canada,<br>Chatham<br>**0193007** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (600 production employees) | July 15/2002<br>************<br>June 1/2002 - May 31/2004 |
| √ | Office of the Superintendent of Financial Institutions,<br>Ottawa<br>**1237203** | Professional Institute of the Public Service of Canada (270 professional employees) | July 19/2002<br>************<br>Jan. 1/2002 - Dec. 31/2003 |
| | Queen's University,<br>Kingston<br>**1170905** | Queen's University Faculty Association (860 professors and librarians) | May 11/2002<br>************<br>May 1/2002 - April 30/2005<br>Reopener: April 30/2004 |
| | Stelco Inc.,<br>Hamilton<br>**0151406** | United Steelworkers of America (4,000 production employees) | July 30/2002<br>************<br>Aug. 1/2002 - July 31/2006 |
| √ | Timmins and District Hospital,<br>Timmins<br>**1208503** | United Steelworkers of America (300 service, maintenance, office and clerical employees) | June 11/2002<br>************<br>April 1/2002 - March 31/2005 |
| | Toronto Police Services Board,<br>Toronto<br>**0698013** | Toronto Police Association (7,220 police officers, cadets, technical, office, clerical and custodial employees and mechanics) | July 12/2002<br>************<br>Jan. 1/2002 - Dec. 31/2004 |
| | Toronto Public Library Board,<br>Toronto<br>**1187802** | Cdn. Union of Public Employees (2,500 librarians, office and clerical employees) | July 15/2002<br>************<br>Jan. 1/2002 - Dec. 31/2004 |
| | Westin Harbour Castle,<br>Toronto<br>**0649907** | United Food and Commercial Workers Intl. Union (500 hotel and restaurant employees) | July 12/2002<br>************<br>June 1/2002 - May 31/2006 |
| | Workplace Safety and Insurance Board,<br>province-wide<br>**0672310** | Cdn. Union of Public Employees (3,300 administrative, office and clerical employees) | July 10/2002<br>************<br>April 1/2002 - March 31/2005 |

continued

| Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|
| **MANITOBA** | | |
| √ Boeing Canada Technology Ltd., Winnipeg **0192507** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (700 plant and maintenance employees) | July 10/2002 ********** July 11/2002 - July 10/2005 |
| √ Freshwater Fish Marketing Corporation, province-wide **0032108** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (250 plant and maintenance employees) | June 28/2002 ********** May 1/2002 - April 30/2005 |
| √ Rolling River School Division No. 39, Minnedosa and area **0495609** | Manitoba Teachers' Society (150 elementary and secondary teachers) | June 19/2002 ********** July 1/2000 - June 30/2003 |
| √ Simplot Canada Limited, Brandon **0236008** | United Steelworkers of America (190 plant and maintenance employees) | June 30/2002 ********** July 1/2002 - June 30/2005 |
| **ALBERTA** | | |
| √ Board of Trustees of Grande Prairie Public School District 2357, Grande Prairie **1135105** | Grande Prairie School District 2357 Employees Association (160 support employees) | July 25/2002 ********** Sept. 1/2001 - Aug. 31/2003 |
| √ Calgary Co-operative Association Limited, Calgary and Strathmore **0427111** | Union of Calgary Co-operative Employees (3,000 retail employees) | July 17/2002 ********** July 23/2001 - July 17/2004 |
| √ Calgary Roman Catholic Separate School District No. 1, Calgary **0504112** | Alberta Teachers' Association (2,640 elementary and secondary teachers) | July 11/2002 ********** Sept. 1/2001 - Aug. 31/2003 |
| √ Cara Operations (Alberta) Limited, Airline Services Division, Nisku **1134103** | United Food and Commercial Workers Intl. Union (140 restaurant employees) | July 25/2002 ********** July 26/2002 - July 25/2005 |
| √ Living Waters Catholic Regional District No. 42, Whitecourt and area **1231603** | Alberta Teachers' Association (140 elementary and secondary teachers) | July 12/2002 ********** Sept. 1/2001 - Aug. 31/2003 |
| √ Livingstone Range School Division No. 68, Claresholm and area **1057904** | Alberta Teachers' Association (290 elementary and secondary teachers) | July 24/2002 ********** Sept. 1/2001 - Aug. 31/2003 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|---|
| | **ALBERTA (continued)** | | |
| | L-3 Communications, Spar Aerospace Limited, Edmonton **0192310** | Intl. Association of Machinists and Aerospace Workers (350 aircraft maintenance employees) | July 24/2002 ********** April 1/2002 - March 31/2004 |
| √ | Peace Wapiti Regional Division No. 33, Grande Prairie and area **1017205** | Alberta Teachers' Association (360 elementary and secondary teachers) | July 16/2002 ********** Sept. 1/2001 - Aug. 31/2003 |
| √ | University of Lethbridge, Lethbridge **0533709** | Alberta Union of Provincial Employees (330 service, maintenance, office and clerical employees) | July 16/2002 ********** July 1/2002 - June 30/2005 Reopener: June 30/2004 |
| | **BRITISH COLUMBIA** | | |
| √ | Alcan Smelters and Chemicals Limited, Kitimat and Kemano **0158607** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (1,320 plant and maintenance employees) | July 25/2002 ********** July 24/2002 - July 23/2005 |
| √ | City of Prince George, Prince George **0729809** | Cdn. Union of Public Employees (500 inside and outside employees) | July 8/2002 ********** Jan. 1/2002 - Dec. 31/2004 |
| √ | Pacific Newspapers Group Inc., Division of Southam Inc., Vancouver **1238502** | Communications, Energy and Paperworkers Union of Canada (1,020 print media employees) | July 19/2002 ********** Dec. 1/2001 - Nov. 30/2004 |
| √ | Post-Secondary Employers' Association, province-wide **1246002** | B.C. Government and Service Employees' Union and Cdn. Union of Public Employees (3,050 support employees) | July 5/2002 ********** April 1/2001 - June 30/2002 |
| √ | Workers' Compensation Board of British Columbia, province-wide **0675407** | Compensation Employees Union (2,400 technical, office and clerical employees) | July 25/2002 ********** April 1/2002 - March 31/2005 |
| | **MULTIPROVINCE** | | |
| | Algoma Central Railway Inc., system-wide **1024203** | Various unions (125 railway employees) | Feb. 25/2002 ********** Feb. 1/2001 - Jan. 31/2005 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|---|
| | **MULTIPROVINCE (continued)** | | |
| √ | Canada Customs and Revenue Agency, Canada-wide **1282701** | Professional Institute of the Public Service of Canada (10,000 auditors, financial administrators, scientific and other professional employees) | July 22/2002 ********** July 22/2002 - Dec. 21/2003 |
| | Government of Canada, Canada-wide **0288409** | Intl. Brotherhood of Electrical Workers (1,100 electronic technicians) | July 5/2002 ********** July 24/2002 - Aug. 31/2004 |
| | Northwestel Inc., territory-wide, Northwest Territories and Yukon and province-wide, Alberta and British Columbia **0295008** | Intl. Brotherhood of Electrical Workers (380 telephone operators, maintenance, office and clerical employees) | July 21/2002 ********** Jan. 1/2002 - Dec. 31/2004 |
| √ | Parks Canada, Canada-wide **1289501** | Public Service Alliance of Canada (4,780 administrative and program services employees) | July 12/2002 ********** July 24/2002 - Aug. 4/2003 |

***Calendars of Collective Agreements***
***Expiries and Reopeners***

*The **2002** Calendar listings for*
***MAJOR (500 +) and SMALL (100 to 499) Bargaining Units***

*are available on the*
*Workplace Information Directorate Web site at*

**http://labour.hrdc-drhc.gc.ca/milieudetravail_workplace/index.cfm/doc/english**

## CURRENT KEY NEGOTIATIONS

| Employer | Union | Number of employees | Status[1] | Expiry month |
|---|---|---|---|---|
| • Government of Canada | Various unions | 21,180 | B/CO/ARB | Jan. 01-Sep. 02 |
| • Air Canada | CUPE | 4,500 | MED | Oct. 01 |
| • Canada Post | Postmasters | 10,000 | B | Dec. 01 |
| • VIA Rail | BLE | 500 | MED | Dec. 00 |
| • Government of Nova Scotia | Teachers | 10,600 | CO | Dec. 01 |
| • Government of New Brunswick | CUPE (Education) | 1,600 | B | Feb. 02 |
| • Aliant Telecom Inc. (Atlantic) | CEP and ACTWU | 4,500 | B | Various |
| • Security and Investigation Agency of Eastern Quebec Inc. (Que.) | Steelworkers | 8,020 | TENT | June 02 |
| • City of Toronto | CUPE/Firefighters | 29,910 | ARB | Various |
| • University of Toronto | Various unions | 5,140 | B | June 02 |
| • Ontario Hospital Association | PAIRO/OPSEU | 7,300 | B | Mar. 02 |
| • Regional Health Authorities of Manitoba | MGEU/CUPE | 13,400 | B | Mar./Apr. 02 |
| • Inco (Man.) | Steelworkers | 1,050 | B | Sep. 02 |
| • Government of Saskatchewan | Teachers | 12,150 | CO | Aug. 02 |
| • Health Authorities of Alberta | Various unions | 18,140 | B/MED | Mar. 02 |
| • TELUS (B.C. and Alta.) | TWU | 16,710 | B | Dec. 00 |
| • Government of Nunavut | Teachers | 640 | B | June 02 |

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

## MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM JULY 26 TO AUGUST 29, 2002

| Employer, Location, Union | Issues | Number of employees | Starting | Ending |
|---|---|---|---|---|
| Vidéotron Ltée., Montréal, Que. Canadian Union of Public Employees | Wages and job security | 2,200 | May 8, 2002 (Strike followed by lock-out) | |
| Noranda inc., Fonderie Horne, Rouyn-Noranda, Que. Fédération de la métallurgie | Job security and subcontracting | 500 | June 18, 2002 | |
| Sécur inc., province-wide, Que. Canadian Union of Public Employees | Wages, hours and pension plan | 900 | July 5, 2002 | |
| Hôtellerie de Montréal, Montréal, Que. Fédération du Commerce | Delay in negotiation | 3,600 | July 26, 2002 | July 27, 2002 |

continued

## MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM JULY 26 TO AUGUST 29, 2002 (continued)

| Employer, Location, Union | Issues | Number of employees | Starting | Ending |
|---|---|---|---|---|
| Sheraton Centre Hotel, Toronto, Ont. Hotel Employees and Restaurant Employees International Union | Not available | 700 | Aug. 1, 2002 | Aug. 1, 2002 |
| Delta Chelsea Hotel, Toronto, Ont. Hotel Employees and Restaurant Employees International Union | Not available | 500 | Aug. 3, 2002 | Aug. 4, 2002 |
| Fortino's Supermarket Ltd., Various locations, Ont. United Food and Commercial Workers International Union | Not available | 4,200 | Aug. 15, 2002 | |
| Hudson's Bay Stores, Various locations, Ont. National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) | Wage increases, Merit pay system | 800 | Aug. 29, 2002 | |

*The content of this publication has been prepared by members of the Social Science Employees Association and the Public Service Alliance of Canada.*

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Workplace Information

Information sur les milieux de travail

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A monthly publication containing timely information based on recently signed major collective agreements in Canada. The publication focuses on summaries of changes to wages and benefits in selected settlements, the status of key negotiations as well as data on work stoppages. Also included is a list containing major settlement reports currently available on the Negotech database. Annual subscription: Canada, $50 plus 7% GST ($53.50); other countries, U.S. $50. (Available by e-mail and mail).

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Human Resources Development Canada
Développement des ressources humaines Canada

# Workplace Information / Information sur les milieux de travail — Collective Bargaining Bulletin

**Volume 5, Issue 9, September 2002**

## FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

***Summaries*** of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work stoppages*** stating issues when available.

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**Contact Client Services at**
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**E-mail: wid-imt@hrdc-drhc.gc.ca**
**Internet: http://labour.hrdc-drhc.gc.ca/**

Le Bulletin existe également en français.

## SUMMARIES

**Regional Health Authorities of Prince Edward Island** *and* **Prince Edward Island Nurses' Union**

- 1,034 nurses, province-wide, reached a 36-month agreement which expiries March 31, 2005
- wage adjustments of 6.0 per cent on April 1, 2002, 2003 and 2004.
- premium pay of up to $6.00 per hour for nurses working shift and weekend work

continued

**General Motors of Canada Ltd.** *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- 18,500 production, maintenance and warehouse employees, Oshawa and other centres, Ontario, reached a 36-month agreement which expires September 20, 2005
- wage adjustments of 3.0 per cent in the first and second years and 2.0 per cent in the third year
- cost-of-living allowance improvements
- signing bonus of $1,000
- Christmas bonus of $1,500
- special paid absences includes an additional 28 hours per year
- improvements in pension plan, health care benefits, child care leave and other provisions
- $800 million in new investments for St. Catharines and Oshawa, to include the completion of a paint shop facility that will enable the Oshawa complex to work round-the-clock on three shifts
- restructuring retirement incentive of $60,000

**Canadian Broadcasting Corporation** *and* **Communication Workers of America**

- 2,860 production employees (Unit 1) and 690 professional, office and clerical employees (Unit 3), Canada-wide, reached two agreements expiring on March 31, 2004
- wage adjustments of 3.0 per cent effective the first pay period following signing of agreement, 1.5 per cent on January 1, 2003 and 2.5 per cent on June 1, 2003
- signing bonus of $500 to $750; prorated for time worked from the previous expiry date to signing date
- labour-management committee to examine ways to reduce the impact of musculoskeletal conditions and injuries to be completed by March 31, 2003
- labour-management committee to participate in preparation of employment equity plans and improving workforce diversity
- temporary employees hired for less than 13 weeks will receive an all-inclusive payment for all health benefits and vacation entitlement of 12.5 per cent of basic salary
- deferred salary leave plan introduced
- work-at-home plan implemented

**Nova Scotia Association of Health Organizations** *and* **National Automobile, Aerospace, Transportation and General Workers of Canada (CAW-Canada)**

- 3,000 health service employees, province-wide, reached a 36-month agreement which runs to March 31, 2004
- wage adjustments of 2.0 per cent on April 1, 2001, 2002, and 2003
- parity maintenance adjustment advance of 1.5 per cent on February 1, 2002
- lump-sum payment of $1,500
- introduction of dental plan on July 1, 2002
- improvements to vacation leave, health and welfare benefits and pay equity allowances

**Agence de sécurité et d'investigation de l'Est du Québec and Conseil des agences de sécurité et d'investigation du Québec inc.** *and* **United Steelworkers of America**

- 8,000 security guards, province-wide, reached a 60-month agreement which expires June 30, 2007
- wage adjustments of 25¢ per hour on June 30, 2003 and 2004, and 30¢ an hour on June 30, 2005, 2006 and 2007
- improvements in sick leave

**Brink's Canada Limited** *and* **International Brotherhood of Teamsters**

- 700 technicians, drivers and support employees, province-wide, Ontario, reached a 48-month agreement which runs to August 26, 2006

continued

- wage adjustments of 45¢ per hour on August 28, 2002, 2003, 2004 and 2005; in addition, all ATM technician, driver and guard classifications receive an additional 15¢ per hour in the third and fourth years
- employer pays 50 per cent of the cost of bullet-resistant vests to a maximum of $300, previously $225
- unused sick leave earned in the calendar year to a maximum of five days will be paid out by December 15 of each year
- increased employer contributions to a group insurance plan

**University of Alberta** *and* **University of Alberta Non-Academic Staff Association**

- 4,500 technical, service, maintenance, office and clerical employees, Edmonton Alberta, reached a 36-month agreement which runs to March 31, 2005
- wage adjustments of 4.0 per cent on April 1, 2002 and 2003 and a minimum of 4.0 per cent, or the option of a wage reopener, on April 1, 2004
- market survey of all trades classifications, and upon completion, discussions to continue as to how to appropriate supplements to identified under-compensated positions
- program to be developed whereby employees may reduce workload prior to retirement
- for implementation by April 1, 2003, Joint Benefits Review Task Force to develop recommendations on cost containment and if no agreement, to be referred to arbitration
- $45,000 to be transferred from Early Retirement Bonus Program to Human Resources Development Fund to allow employees to access fund for learning opportunities

## CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at <http://hrdc.gc.ca/labour/nego>. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

| Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|
| **NOVA SCOTIA** | | |
| Dalhousie University, Halifax **0522909** | Nova Scotia Government Employees Union (790 support employees) | Aug. 12/2002 ********** July 1/2001 - June 30/2004 |
| **NEW BRUNSWICK** | | |
| Electrical Contractors Association of New Brunswick Inc., province-wide **0273308** | Intl. Brotherhood of Electrical Workers (350 electricians) | May 29/2002 ********** May 29/2002 - Dec. 31/2003 |
| **QUEBEC** | | |
| √ Automobile Industry Employers' Association Inc., Montréal **0446607** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (850 garage employees) | July 6/2002 ********** July 16/2002 - July 15/2005 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date<br>************<br>Term of Contract |
|---|---|---|---|
| | **QUEBEC (continued)** | | |
| | Gouvernement du Québec,<br>Comité de coordination patronal,<br>province-wide<br>**0960108** | Fédération de la santé et des services sociaux (2,800 ambulance technicians) | July 18/2002<br>************<br>July 1/2002 - June 30/2005<br>Reopener: Dec. 31/2003 |
| √ | Hunsons Hospitality Corporation,<br>Crowne Plaza Metro Centre,<br>Montréal<br>**1105803** | Fédération du commerce inc.<br>(120 hotel and restaurant employees) | Aug. 1/2002<br>************<br>July 1/2002 - June 30/2005 |
| | Iris Manufacturiers Bas Inc.,<br>Montréal<br>**1294001** | Union of Needletrades, Industrial and Textile Employees<br>(2,000 production employees) | July 20/2002<br>************<br>Feb. 22/2002 - Feb. 21/2006 |
| | **ONTARIO** | | |
| √ | Carmeuse Lime Limited (Beachville),<br>Ingersoll<br>**0024710** | Communications, Energy and Paperworkers Union of Canada<br>(130 heavy equipment operators) | July 8/2002<br>************<br>April 1/2002 - March 31/2006 |
| | Brink's Canada Limited,<br>province-wide<br>**1015003** | Intl. Brotherhood of Teamsters<br>(700 armoured car services employees) | Aug. 29/2002<br>************<br>Aug. 28/2002 - Aug 27/2006 |
| | Canada Science and Technology Museum Corporation,<br>Ottawa<br>**1195003** | Public Service Alliance of Canada<br>(220 museum employees) | July 12/2002<br>************<br>April 1/2002 - March 31/2003 |
| √ | Canadian Imperial Bank of Commerce,<br>Visa Centre,<br>Toronto<br>**0457014** | United Steelworkers of America<br>(800 technical, office and clerical employees) | June 20/2002<br>************<br>March 1/2002 - Feb. 28/2004 |
| √ | City of St. Catharines<br>St. Catharines<br>**0704610** | Cdn. Union of Public Employees<br>(180 outside employees) | Aug. 22/2002<br>************<br>Jan. 1/2002 - Dec. 31/2004 |
| √ | Delta Chelsea Hotel,<br>Toronto<br>**1225602** | Hotel Employees and Restaurant Employees Intl. Union<br>(590 hotel and restaurant employees) | Aug. 28/2002<br>************<br>Feb. 1/2002 - Jan. 31/2006 |
| | Durham Catholic District School Board,<br>Duham and area<br>**1070102** | Cdn. Union of Public Employees<br>(170 custodial employees) | Aug. 26/2002<br>************<br>Sept. 1/2001 - Aug. 31/2003 |
| √ | Flextronics, Canadian Manufacturing Operations,<br>Toronto<br>**0188908** | Union of Needletrades, Industrial and Textile Employees (210 production employees) | Aug. 26/2002<br>************<br>Sept. 1/2002 - Aug. 31/2003 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|---|
| | **ONTARIO (continued)** | | |
| √ | Fortino's Supermarket Ltd., various centres **0950004** | United Food and Commercial Workers Intl. Union (4,200 retail employees) | Sept. 1/2002 ********** June 13/2002 - June 12/2007 |
| √ | Greater Essex County District School Board, Windsor and area **1241802** | Cdn. Union of Public Employees (250 technical, office and clerical employees) | Aug. 22/2002 ********** Sept. 1/2001 - Aug. 31/2003 |
| √ | Hamilton Police Services, Hamilton **0720208** | Hamilton Police Association (990 police officers) | July 9/2002 ********** Jan. 1/2000 - Dec. 31/2002 |
| √ | Kawartha Pine Ridge District School Board, Peterborough and area **1121303** | Elementary Teachers' Federation of Ontario (1,500 elementary teachers) | June 20/2002 ********** Sept. 2001 - Aug. 30/2002 |
| √ | Lambton Kent District School Board, Sarnia and area **1182503** | Cdn. Union of Public Employees (630 custodial, office and clerical employees) | Sept. 7/2002 ********** Sept. 1/2002 - Dec. 31/2004 |
| √ | No Frills Franchise Stores, province-wide **0962404** | United Food and Commercial Workers Intl. Union (5,200 retail employees) | Aug. 12/2002 ********** July 10/2002 - Jan. 9/2007 |
| √ | Ottawa-Carleton Association for Persons Developmental Disabilities, Ottawa **0629108** | Cdn. Union of Public Employees (390 health and social care professional employees) | July 31/2002 ********** April 1/2001 - March 31/2004 |
| | Queen's University, Kingston **1170905** | Queen's University Faculty Association (860 professors and librarians) | May 11/2002 ********** May 1/2002 - April 30/2005 Reopener: April 30/2004 |
| √ | Sheraton Centre Hotel and Towers, Toronto **1227502** | Hotel Employees and Restaurant Employees Intl. Union (700 hotel and restaurant employees) | Aug. 28/2002 ********** Feb. 1/2002 - Jan. 31/2006 |
| √ | Stelco Inc., Hamilton **0151406** | United Steelworkers of America (4,000 production employees) | July 30/2002 ********** Aug. 1/2002 - July 31/2006 |
| | St. Mary's Cement Inc., Division of Blue Circle Cement Inc., St. Mary's **0224106** | United Steelworkers of America (110 plant and maintenance employees) | Aug. 30/2002 ********** Aug. 1/2002 - July 31/2005 |

continued

| Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|
| **ONTARIO (continued)** | | |
| √ Toronto Police Services Board, Toronto **0698013** | Toronto Police Association (7,220 police officers, cadets, technical, office, clerical and custodial employees and mechanics) | July 12/2002 ********** Jan. 1/2002 - Dec. 31/2004 |
| √ Toronto Public Library, Toronto **1187802** | Cdn. Union of Public Employees (2,500 librarians, office and clerical employees) | July 15/2002 ********** Jan. 1/2002 - Dec. 31/2004 |
| √ Waterloo Region District School Board, Kitchener and area **1179603** | Ontario Secondary School Teachers' Federation (530 support employees) | Sept. 9/2002 ********** Sept. 1/2001 - Aug. 31/2002 |
| √ Westin Harbour Castle, Toronto **0649907** | United Food and Commercial Workers Intl. Union (500 hotel and restaurant employees) | July 12/2002 ********** June 1/2002 - May 31/2006 |
| √ Workplace Safety and Insurance Board, province-wide **0672310** | Cdn. Union of Public Employees (3,300 administrative, office and clerical employees) | July 12/2002 ********** April 1/2002 - March 31/2005 |
| **MANITOBA** | | |
| √ Western Glove Works Ltd., Winnipeg **0091307** | United Food and Commercial Workers Intl. Union (710 plant and maintenance employees) | Aug. 22/2002 ********** Aug. 17/2001 - Aug. 17/2005 |
| **SASKATCHEWAN** | | |
| √ Delta Bessborough, Saskatoon **0645909** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (140 hotel and restaurant employees) | Aug. 13/2002 ********** Aug. 1/2002 - July 31/2005 |
| √ Potash Corporation of Saskatchewan Inc., Allan Division, Allan **0023108** | United Steelworkers of America (200 mine employees) | Aug. 2/2002 ********** May 1/2002 - April 30/2005 |
| √ Potash Corporation of Saskatchewan Inc., Cory Division, Saskatoon **0022908** | United Steelworkers of America (150 mine employees) | Aug. 2/2002 ********** May 1/2002 - April 30/2005 |

continued

| Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|
| **ALBERTA** | | |
| √ Fort McMurray School District No. 2833, Fort McMurray **0509109** | Alberta Teachers' Association (260 elementary and secondary teachers) | Aug. 27/2002 ********** Sept. 1/2001 - Aug. 31/2003 |
| √ L-3 Communications, Spar Aerospace Limited, Edmonton **0192310** | Intl. Association of Machinists and Aerospace Workers (350 aircraft maintenance employees) | July 24/2002 ********** April 1/2002 - March 31/2004 |
| **MULTIPROVINCE** | | |
| Algoma Central Railway Inc., system-wide **1024203** | Various unions (125 railway employees) | Feb. 25/2002 ********** Feb. 1/2001 - Jan. 31/2005 |
| √ Canadian National Railway Company, system-wide **0296609** | Intl. Brotherhood of Locomotive Engineers (250 operating employees) | Aug. 28/2002 ********** Jan. 1/2001 - Dec. 31/2003 |
| √ Government of Canada, Canada-wide **0288409** | Intl. Brotherhood of Electrical Workers (1,100 electronic technicians) | July 5/2002 ********** July 24/2002 - Aug. 31/2004 |
| √ Government of Canada, Canada and abroad **0667409** | Professional Association of Foreign Service Officers (1,030 foreign service officers) | Aug. 6/2002 ********** Aug. 13/2002 - June 30/2003 |
| Northwestel Inc., territory-wide, Northwest Territories and Yukon; and province-wide, Alberta and British Columbia **0295008** | Intl. Brotherhood of Electrical Workers (380 telephone operators, maintenance, office and clerical employees) | July 21/2002 ********** Jan. 1/2002 - Dec. 31/2004 |

*The content of this publication has been prepared by members of the Social Science Employees Association and the Public Service Alliance of Canada.*

## CURRENT KEY NEGOTIATIONS

| Employer | Union | Number of employees | Status[1] | Expiry month |
|---|---|---|---|---|
| • Government of Canada | Various unions | 21,180 | B/CO/ARB | Jan. 01-Sept. 02 |
| • Air Canada | CUPE | 4,500 | MED | Oct. 01 |
| • Canada Post | Postmasters | 10,000 | B | Dec. 01 |
| • VIA Rail | BLE | 500 | MED | Dec. 00 |
| • Government of Nova Scotia | Teachers | 10,600 | CO | Dec. 01 |
| • Government of New Brunswick | CUPE (Education) | 1,600 | B | Feb. 02 |
| • Aliant Telecom Inc. (Atlantic) | CEP and ACTWU | 4,500 | B | Various |
| • City of Toronto | CUPE | 26,970 | ARB | Dec. 01 |
| • University of Toronto | Various unions | 5,140 | B | Sept. 02 |
| • Toronto District School Board | Various unions | 20,220 | B | Aug. 02 |
| • Ontario Hospital Association | PAIRO/OPSEU | 7,300 | B | Mar. 02 |
| • Falconbridge | CAW | 750 | B | Sept. 02 |
| • Regional Health Authorities of Manitoba | MGEU/CUPE | 13,400 | B/MED | Mar./Apr. 02 |
| • Government of Saskatchewan | Teachers | 12,150 | CO | Aug. 02 |
| • Health Authorities of Alberta | Various unions | 18,140 | B/MED | Mar. 02 |
| • TELUS (B.C. and Alta.) | TWU | 16,710 | B | Dec. 00 |
| • Government of Nunavut | Teachers | 640 | B | June 02 |
| • Ford, DaimlerChrysler | CAW | 25,000 | B | Sept. 02 |

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

## MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM AUGUST 30 TO SEPTEMBER 27, 2002

| Employer, Location, Union | Issues | Number of employees | Starting | Ending |
|---|---|---|---|---|
| Vidéotron Ltée., Montréal, Que. Canadian Union of Public Employees | Wages and job security | 2,200 | May 8, 2002 (Strike followed by lock-out) | |
| Noranda inc., Fonderie Horne, Rouyn-Noranda, Que. Fédération de la métallurgie | Job security and subcontracting | 500 | June 18, 2002 | |
| Sécur inc., province-wide, Que. Canadian Union of Public Employees | Wages, hours and pension plan | 900 | July 5, 2002 | |
| Fortino's Supermarket Ltd., various locations, Ont. United Food and Commercial Workers International Union | Not available | 4,200 | Aug. 15, 2002 | Sept. 1, 2002 |

continued

**MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM AUGUST 30 TO SEPTEMBER 27, 2002 (continued)**

| Employer, Location, Union | Issues | Number of employees | Starting | Ending |
|---|---|---|---|---|
| Hudson's Bay Stores, various locations, Ont. National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) | Not available | 800 | Aug. 29, 2002 | Sept. 11, 2002 |
| Government of New Brunswick, province-wide, N.B. Canadian Union of Public Employees | Wages | 960 | Sept. 4, 2002 | |

*Calendars of Collective Agreements*
*Expiries and Reopeners*

***Coming soon, the 2003 Calendar listings for***
*MAJOR and SMALL Bargaining Units*

***2002 Calendar of Major Bargaining Units is available on the Workplace Information Directorate Web site at***

http://labour.hrdc-drhc.gc.ca/doc/wid-dimt/eng/expreo.cfm

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Workplace Information

Information sur les milieux de travail

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The Workplace Information Directorate is your source for up-to-date, customized information on industrial relations and collective bargaining in Canada.

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***Collective Bargaining Bulletin***

A monthly publication containing timely information based on recently signed major collective agreements in Canada. The publication focuses on summaries of changes to wages and benefits in selected settlements, the status of key negotiations as well as data on work stoppages. Also included is a list containing major settlement reports currently available on the Negotech database. Annual subscription: Canada, $50 plus 7% GST ($53.50); other countries, U.S. $50. (Available by e-mail and mail).

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A searchable labour relations database providing timely information on the key aspects (settlement reports and full collective agreement contract language) of collective bargaining in Canada. Access via the Internet. Available ***free*** as an added value to subscribers of our publications.

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Human Resources Development Canada
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Workplace Information
Information sur les milieux de travail

# Collective Bargaining Bulletin

Volume 5, Issue 10, October 2002

## FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

***Summaries*** of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

Also provided in the *Collective Bargaining Bulletin* are details on ***current key negotiations*** and a list of ***major work***

## IN THIS ISSUE


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**1-800-567-6866 or (819) 997-3117**

OR VIA

**E-mail: wid-imt@hrdc-drhc.gc.ca**
**Internet: http://labour.hrdc-drhc.gc.ca/**

Le Bulletin existe également en français.

## SUMMARIES

**National Research Council of Canada** *and* **Research Council Employees' Association**

- 530 administrative support employees, Canada-wide, reached a 24-month agreement which runs to April 30, 2003
- effective May 1, 2001, salary adjustment of $1,100 and a wage adjustment of 2.8 per cent, after wage restructuring to all categories by adding an increment to the maximums of all levels and deleting the minimum level
- effective May 1, 2002, wage adjustment of 2.5 per cent to all categories and the AD-3 category restructured by adding an increment to the maximum level and deleting the minimum level
- improvements in shift premiums, vacation entitlements, bereavement and other leaves

continued

Canada

**Government of Canada** *and* **Association of Public Service Financial Administrators**

- 2,560 financial administrators, Canada-wide, reached a 36-month agreement which expires November 6, 2004
- wage adjustments of 2.8 per cent on November 7, 2001, 2.5 per cent on November 7, 2002, and 2.3 per cent on November 7, 2003
- prior to the above November 7, 2002 adjustment, FI-3 and FI-4 classifications will include an additional step equivalent to 4.0 per cent to the maximum level and the minimum level will be deleted
- introduction of a travel status leave of one day for employees who travel on government business and are away from their residence for 40 nights; an additional day for each 20-day period thereafter, to a maximum of five days per year
- bereavement leave increased to five days in the event of death of member of immediate family
- maximum reimbursement of $1,000 for annual membership fees paid to either CA, CMA or CGA
- improvements to vacation entitlement

**Ontario Council of Teaching Hospitals** *and* **Professional Association of Interns and Residents of Ontario**

- 2,300 interns and medical residents, province-wide, Ontario reached a 36-month agreement which runs to March 31, 2005
- wage adjustments of 3.5 per cent on April 1, 2002 and 2003, and 2.5 per cent on April 1, 2004
- effective July 1, 2002, a new practice stipend lump-sum payment of $400 for medical residents; July 1, 2003, $550 or $625, depending on level, and July 1, 2004, $1,000 or $1,200
- effective July 1, 2003, Chief Resident administration bonus of $3,650 (previously $3,423) and for Senior Resident, $1,825 (previously $1,713)
- improvements in vision care, dental plan and extended health care benefits

**Canadian Museum of Civilization Corporation** *and* **Public Service Alliance of Canada**

- 420 museum employees in Gatineau, Quebec, settled a 36-month agreement which expires March 31, 2005
- wage adjustments of 3.2 per cent on April 1, 2002, 2.8 per cent on April 1, 2003, and 2.5 per cent on April 1, 2004
- improvements to vacation entitlement and other leave provisions

**City of Calgary** *and* **Calgary Police Association**

- 1,430 police officers, Calgary, Alberta, reached a 24-month agreement which expires December 31, 2003
- wage adjustments of 3.5 per cent on January 1, 2002, and 3.2 per cent on January 1, 2003

***Calendars of Collective Agreements Expiries and Reopeners***

*Coming soon, the 2003 Calendar listings for*
***MAJOR and SMALL Bargaining Units***

*2002 Calendar of Major Bargaining Units is available on the Workplace Information Directorate Web site at*

**http://labour.hrdc-drhc.gc.ca/doc/wid-dimt/eng/expreo.cfm**

## CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at <http://hrdc.gc.ca/labour/nego>. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

| Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|
| **NEWFOUNDLAND AND LABRADOR** | | |
| The Fairmont Newfoundland, St. John's **0647209** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (200 hotel and restaurant employees) | July 17/2002 ********** April 1/2002 – March 31/2005 |
| **NOVA SCOTIA** | | |
| √ Dalhousie University, Halifax **0522909** | Nova Scotia Government Employees Union (790 support employees) | Aug. 12/2002 ********** July 1/2001 – June 30/2004 |
| Nova Scotia Association of Health Organizations, province-wide **1120602** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (3,000 health service employees) | Sept. 5/2002 ********** April 1/2001 – March 31/2004 |
| **NEW BRUNSWICK** | | |
| Electrical Contractors Association of New Brunswick Inc., province-wide **0273308** | Intl. Brotherhood of Electrical Workers (350 electricians) | May 29/2002 ********** May 29/2002 – Dec. 31/2003 |
| √ Saint John Construction Association Inc., province-wide **0274207** | Intl. Union of Bricklayers and Allied Craftworkers (120 masonry workers) | Sept. 9/2002 ********** Sept. 16/2002 – July 31/2005 |
| **QUEBEC** | | |
| √ Iris Manufacturiers Bas inc., Montréal **1294001** | Union of Needletrades, Industrial and Textile Employees (2,000 production employees) | July 20/2002 ********** Feb. 22/2002 – Feb. 21/2006 |
| Montupet ltée., Rivière-Beaudette **1080603** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (150 production employees) | Sept. 1/2002 ********** Sept. 1/2002 – Aug. 31/2005 |

continued

| Employer, Location *and Reference Number* | Union and *Bargaining Unit* | Settlement Date ************ Term of Contract |
|---|---|---|
| **QUEBEC (continued)** | | |
| √ Pêcheries Marinard ltée., Rivière-au-Renard **0031507** | Fédération du commerce inc. (120 plant and maintenance employees) | Sept. 2/2002 ************* July 1/2001 – June 30/2005 |
| Agence de sécurité et d'investigation de l'est du Québec inc. et Conseil des agences de sécurité et d'investigation du Québec inc. province-wide **0634805** | United Steelworkers of America (8,020 security guards) | Sept. 13/2002 ************* July 1/2002 – June 30/2007 |
| **ONTARIO** | | |
| √ Babcock and Wilcox Canada, Cambridge **0162008** | United Steelworkers of America (500 plant and maintenance employees) | Sept. 8/2002 ************* Sept. 1/2002 – Aug. 31/2005 |
| √ Brink's Canada Limited, province-wide **1015003** | Intl. Brotherhood of Teamsters (700 armoured car services employees) | Aug. 29/2002 ************* Aug. 28/2002 – Aug 27/2006 |
| √ Canada Science and Technology Museum Corporation, Ottawa **1195003** | Public Service Alliance of Canada (220 museum employees) | July 12/2002 ************* April 1/2002 – March 31/2003 |
| Durham Catholic District School Board, Durham and area **1070102** | Cdn. Union of Public Employees (170 custodial employees) | Aug. 26/2002 ************* Sept. 1/2001 – Aug. 31/2003 |
| √ Falconbridge Limited, Kidd Metallurgical Division, Timmins **1225502** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (680 smelting and refinery employees) | Sept. 28/2002 ************* Oct. 1/2002 – Sept. 30/2005 |
| √ Ford Motor Company of Canada Limited, Windsor, Bramalea, Oakville and St. Thomas **0193207** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (13,000 plant and maintenance employees) | Oct. 6/2002 ************* Sept. 18/2002 – Sept. 20/2005 |
| √ General Motors of Canada Limited, Oshawa, Windsor, St. Catharines, London and Woodstock **0194607** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (18,290 plant and maintenance employees) | Sept. 22/2002 ************* Sept. 18/2002 – Sept. 20/2005 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|---|
| | **ONTARIO (continued)** | | |
| | Government of Ontario, province-wide **1297001** | Ontario Provincial Police Association (2,000 administrative and support employees) | Aug. 19/2002 ********** Jan. 3/2002 – Dec. 31/2002 |
| | Lear Canada, Windsor **0197807** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (800 plant and maintenance employees) | June 1/2002 ********** June 2/2002 – June 4/2005 |
| | Queen's University, Kingston **1170905** | Queen's University Faculty Association (860 professors and librarians) | May 11/2002 ********** May 1/2002 – April 30/2005 Reopener: April 30/2004 |
| √ | St. Mary's Cement Inc., Division of Blue Circle Cement Inc., St. Mary's **0224106** | United Steelworkers of America (110 plant and maintenance employees) | Aug. 30/2002 ********** Aug. 1/2002 – July 31/2005 |
| | University of Guelph, Guelph **0530911** | Cdn. Union of Public Employees (290 service and maintenance employees) | Sept. 27/2002 ********** May 1/2002 – April 30/2005 |
| | **MANITOBA** | | |
| √ | Inco Limited, Thompson **0018107** | United Steelworkers of America (1,050 mine employees) | Sept. 15/2002 ********** Sept. 16/2002 – Sept. 15/2005 |
| √ | Regional Health Authorities of Manitoba, province-wide **0809308** | Cdn. Union of Public Employees (11,000 technical, service, maintenance, office and clerical employees) | Sept. 20/2002 ********** May 1/2002 – June 30/2004 |
| | **SASKATCHEWAN** | | |
| √ | Government of Saskatchewan, province-wide **0501808** | Saskatchewan Teachers' Federation (12,400 elementary and secondary teachers) | Sept. 25/2002 ********** Sept. 1/2002 – Aug. 31/2004 |
| | Moose Jaw Roman Catholic Separate School Division No. 22, (Working Conditions Agreement) Moose Jaw **0827606** | Saskatchewan Teachers' Federation (100 elementary and secondary teachers) | Sept. 25/2002 ********** Jan. 1/2002 – Dec. 31/2004 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date<br>**********<br>Term of Contra |
|---|---|---|---|
| | **ALBERTA** | | |
| √ | Cardinal River Coal Ltd.,<br>Luscar<br>**0019208** | United Mine Workers of America<br>(240 mine employees) | Sept. 20/2002<br>**********<br>July 1/2002 – June 30/2007 |
| √ | University of Alberta,<br>Edmonton<br>**1260502** | University of Alberta Non-Academic Staff Association (4,300 administrative and support employees) | Sept. 4/2002<br>**********<br>April 1/2002 – April 30/2005 |
| √ | Universal Compression Inc.,<br>Calgary<br>**0177808** | Intl. Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers<br>(140 production employees) | Sept. 4/2002<br>**********<br>July 1/2002 – June 30/2006<br>Reopener: June 30/2004 |
| | **BRITISH COLUMBIA** | | |
| √ | Canadian Pacific Hotels Corporation,<br>Empress Hotel,<br>Victoria<br>**0651208** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)<br>(500 hotel and restaurant employees) | Sept. 5/2002<br>**********<br>Sept. 1/2002 – Aug. 31/2005 |
| | Construction Labour Relations Association of British Columbia,<br>province-wide<br>**0260007** | Various construction unions<br>(26,410 construction employees) | July 23/2002<br>**********<br>May 1/2000 – April 30/2004 |
| √ | NorskeCanada Limited,<br>Campbell River, Crofton, Mackenzie, Port Alberni and Powell River<br>**1044003** | Communications, Energy and Paperworkers Union of Canada<br>(2,090 mill employees) | Sept. 17/2002<br>**********<br>May 1/2003 – April 30/2008 |
| | **MULTIPROVINCE** | | |
| | Algoma Central Railway Inc.,<br>system-wide<br>**1024203** | Various unions<br>(125 railway employees) | Feb. 25/2002<br>**********<br>Feb. 1/2001 – Jan. 31/2005 |
| √ | Canadian Broadcasting Corporation,<br>Canada-wide<br>**0397008** | Communication Workers of America<br>(690 administrative services employees) | Sept. 5/2002<br>**********<br>Dec. 22/2001 – March 31/2004 |
| √ | Canadian Broadcasting Corporation,<br>Canada-wide<br>**0982303** | Communication Workers of America<br>(2,860 broadcast and TV employees) | Sept. 5/2002<br>**********<br>Nov. 22/2001 – March 31/2004 |
| √ | NorthwesTel Inc.,<br>territory-wide, Northwest Territories and Yukon and province-wide, Alberta and British Columbia<br>**0295008** | Intl. Brotherhood of Electrical Workers (380 telephone operators, maintenance, office and clerical employees) | July 21/2002<br>**********<br>Jan. 1/2002 – Dec. 31/2004 |

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| • Canada Post | Postmasters | 10,000 | B | Dec. 01 |
| • VIA Rail | BLE | 500 | MED | Dec. 00 |
| • Government of Nova Scotia | Teachers | 10,600 | MED | Dec. 01 |
| • Government of Nova Scotia | CUPE (Public Works) | 1,600 | B | Oct. 02 |
| • Government of New Brunswick | CUPE (Education) | 1,600 | B | Feb. 02 |
| • Aliant Telecom Inc. (Atlantic) | CEP and ACTWU | 4,500 | B | Various |
| • Eastern Canada Car Carriers | Teamsters | 1,800 | B | Oct. 02 |
| • City of Toronto | CUPE | 26,970 | ARB | Dec. 01 |
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| • Government of Nunavut | Teachers | 640 | B | June 02 |

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## MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM SEPTEMBER 27 TO OCTOBER 30, 2002

| Employer, Location, Union | Issues | Number of employees | Starting | Ending |
|---|---|---|---|---|
| Vidéotron Ltd., Montréal, Que. Canadian Union of Public Employees | Wages and job security | 2,200 | May 8/2002 (Strike followed by lockout) | |
| Noranda inc., Fonderie Horne, Rouyn-Noranda, Que. Fédération de la métallurgie | Job security and subcontracting | 500 | June 18/2002 | |
| Sécur inc., province-wide, Que. Canadian Union of Public Employees | Wages, hours and pension plan | 900 | July 5/2002 | Oct. 9/2002 |
| British Columbia Terminal Elevator Operators Association, Vancouver, B.C. British Columbia Government and Service Employees' Union | Hours and other issues | 600 | Aug. 26/2002 (Readjustment of the total of employees in lockout) | |

continued

## MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM SEPTEMBER 27 TO OCTOBER 30, 2002 (continued)

| Employer, Location, Union | Issues | Number of employees | Starting | Ending |
|---|---|---|---|---|
| Government of New Brunswick, province-wide, N.B. Canadian Union of Public Employees | Wages | 960 | Sept. 4/2002 | Oct. 4/2002 |
| Saskatchewan Association of Health Organization, Saskatoon, Sask. Health Science Association of Saskatchewan | Wages and workload | 2,500 | Sept. 18/2002 | Oct. 17/2002 |
| St. Boniface General Hospital, St. Boniface, Man. United Food and Commercial Workers International Union | Wages | 1,500 | Sept. 23/2002 | Sept. 26/2002 |
| Government of Newfoundland and Labrador, province-wide, Nfld. and Labrador Newfoundland and Labrador Medical Association | Wages | 930 | Oct. 1/2002 | Oct. 17/2002 |
| Station Mont Sainte-Anne inc., Québec, Que. Syndicat de la fonction publique du Québec | Wages | 600 | Oct. 3/2002 (Lockout) | Oct. 13/2002 |
| Winnipeg Free Press, Winnipeg, Man. Communications, Energy and Paperworkers Union of Canada and Graphic Communications International Union | Wages | 1,200 | Oct. 9/2002 | Oct. 17/2002 |
| NAV Canada, Canada-wide National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) | Shift work | 2,200 | Oct. 16/2002 (Rotating strike) | |

*The content of this publication has been prepared by members of the Social Science Employees Association and the Public Service Alliance of Canada.*

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Workplace Information

Information sur les milieux de travail

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## *Client Services*

The Workplace Information Directorate is your source for up-to-date, customized information on industrial relations and collective bargaining in Canada.

By meeting your specific research needs, we can assist you in preparing for the resolution of issues at the bargaining table. We can also help you keep abreast of developments in the industrial relations field through our information service and publications. Our resources are used by negotiators, researchers, economists, consultants, journalists, teachers and many others.

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Workplace Information
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# Collective Bargaining Bulletin

Volume 5, Issue 11, November 2002

## FOREWORD

Through its *Collective Bargaining Bulletin*, the Workplace Information Directorate continues to provide the industrial relations community with rapid access to current information on recent collective bargaining settlements in Canada and the status of on-going key negotiations.

***Summaries*** of the most recent settlements are presented with an emphasis on the main negotiated changes to the previous agreement. These summaries relate to concluded negotiations for which finalized settlement reports were not available at the time of publishing.

In the listing of ***current settlements***, settlement reports which are available at time of print are preceded by a check mark.

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Le Bulletin existe également en français.

## SUMMARIES

**Government of Nunavut *and* Federation of Nunavut Teachers**

- 640 teachers, territory-wide, reached a 36-month agreement which expires June 30, 2005
- wage adjustments of 3.0 per cent on July 1, 2002 and 2003, and 3.25 per cent on July 1, 2004
- introduction of a Professional Allowance of $1,200 per year
- various increases to Northern Allowance, depending on residential community
- improvements to maternity and paternity leave benefits, educational leadership program and acting duties allowance

continued

**City of Toronto** *and* **Canadian Union of Public Employees**

- 24,700 full- and part-time inside and outside employees, Toronto, Ontario, received, through mediation/arbitration, five 36-month agreements which expire December 31, 2004
- wage adjustments of 3.0 per cent on January 1, 2002, 2003, and 2004
- substantial benefit improvements to group life, accidental death and dismemberment insurances; long-term disability; vision care; dental plan; private duty nursing care; and other extended health care benefits
- harmonization committee established to discuss the possible merging of three part-time agreements for Homes for the Aged, Unit B and Recreational employees

**McGregor Hosiery Mills** *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- 600 production and maintenance employees, Toronto, Ontario, reached a 36-month agreement which expires October 22, 2005
- wage adjustments of 30¢ per hour on October 23, 2002, 2003, and 2004
- two floating holidays during Christmas holiday shutdown, or may use one of these days for cultural or religious observance
- improvements to vision care and medical benefits
- employer contribution to education leave (2¢ per hour per employee) and local union education fund (1¢ per hour per employee)
- in event of plant closure, employer will fund 50 per cent of the cost of an adjustment committee to assist employees for 12 weeks with resumes and job applications

**Sécur** *and* **Canadian Union of Public Employees**

- 900 armoured car and service employees, province-wide, Quebec, reached a 36-month agreement which runs to September 30, 2005
- in August 2001, the Canadian Industrial Relations Board directed that all company employees be merged into one province-wide collective agreement, bringing together 29 previous contracts
- various wage adjustments due to restructuring on October 1, 2002, 2003, and 2004
- signing bonus of 3.0 per cent of salary

**Provincial Health Authorities of Alberta** *and* **Alberta Union of Provincial Employees**

- 7,050 licensed practical nurses, nursing attendants and operating room technicians, province-wide, reached a 24-month agreement which runs to March 31, 2004
- wage adjustments of 4.0 per cent on April 1, 2002 and 3.0 per cent on April 1, 2003
- improvements in shift, weekend and on-call premiums and transportation allowance
- introduction of preceptor allowance of 65¢ per hour and responsibility allowance of $1.25 per hour for licensed practical nurses

## CURRENT SETTLEMENTS

√ ***Copies of these settlement reports, available in English and French, can now be obtained by visiting NEGOTECH at <http://hrdc.gc.ca/labour/nego>. These reports are also available from the Workplace Information Directorate at 1-800-567-6866 or (819) 997-3117. Please report any difficulty with access to NEGOTECH at the same phone numbers.***

| Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date<br>**********<br>Term of Contract |
|---|---|---|
| **NEWFOUNDLAND AND LABRADOR** | | |
| The Fairmont Newfoundland, St. John's **0647209** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (200 hotel and restaurant employees) | July 17/2002<br>**********<br>April 1/2002 – March 31/2005 |
| **NOVA SCOTIA** | | |
| Nova Scotia Association of Health Organizations, province-wide **1120602** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (3,000 health service employees) | Sept. 5/2002<br>**********<br>April 1/2001 – March 31/2004 |
| **NEW BRUNSWICK** | | |
| Electrical Contractors Association of New Brunswick Inc., province-wide **0273308** | Intl. Brotherhood of Electrical Workers (350 electricians) | May 29/2002<br>**********<br>May 29/2002 – Dec. 31/2003 |
| **QUEBEC** | | |
| Canadian Museum of Civilization Corporation, Gatineau **0983603** | Public Service Alliance of Canada (420 museum employees) | Oct. 8/2002<br>**********<br>April 1/2002 – March 31/2005 |
| Government of Quebec, comité de coordination patronal, province-wide **0960108** | Fédération de la santé et des services sociaux (3,500 ambulance technicians) | Oct. 31/2002<br>**********<br>Nov. 15/2002 – June 30/2005<br>Reopener: Dec. 31/2003 |
| √ Montupet ltée., Rivière-Beaudette **1080603** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (150 production employees) | Sept. 1/2002<br>**********<br>Sept. 1/2002 – Aug. 31/2005 |
| Sécur, province-wide **1296801** | Cdn. Union of Public Employees (900 armoured car and service employees) | Oct. 8/2002<br>**********<br>Oct. 1/2002 – Sept. 30/2005 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|---|
| | **QUEBEC (continued)** | | |
| | Agence de sécurité et d'investigation de l'est du Québec inc. and Conseil des agences de sécurité et d'investigation du Québec inc., province-wide **0634805** | United Steelworkers of America (8,020 security guards) | Sept. 13/2002 ********** July 1/2002 – June 30/2007 |
| | **ONTARIO** | | |
| √ | DaimlerChrysler Canada Inc., Windsor, Etobicoke, Brampton, Ajax, and Bramalea **0193508** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (12,670 technical, plant, maintenance, office and clerical employees) | Oct. 20/2002 ********** Sept. 18/2002 – Sept. 20/2005 |
| √ | Durham Catholic District School Board, Duham and area **1070102** | Cdn. Union of Public Employees (170 custodial employees) | Aug. 26/2002 ********** Sept. 1/2001 – Aug. 31/2003 |
| | Government of Ontario, province-wide **1297001** | Ontario Provincial Police Association (2,000 administrative and support employees) | Aug. 19/2002 ********** Jan. 3/2002 – Dec. 31/2002 |
| √ | Lear Canada, Windsor **0197807** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (800 plant and maintenance employees) | June 1/2002 ********** June 2/2002 – June 4/2005 |
| √ | Limestone District School Board, Kingston and area **1124304** | Elementary Teachers' Federation of Ontario (800 elementary teachers) | Oct. 10/2002 ********** Sept. 1/2002 – Aug. 31/2003 |
| | Manac, Division of the Canam Manac Group Inc., Orangeville **1098203** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (250 production employees) | Oct. 27/2002 ********** Sept. 18/2002 – Sept. 17/2005 |
| √ | Niagara Catholic District School Board, Welland and area **1199402** | Cdn. Union of Public Employees (660 support employees) | Oct. 27/2002 ********** Jan. 1/2002 – Aug. 31/2005 |
| √ | Ontario Council of Teaching Hospitals, province-wide **0610112** | Professional Association of Interns and Residents of Ontario (2,300 health professional employees) | Oct. 17/2002 ********** April 1/2002 – March 31/2005 |
| | Queen's University, Kingston **1170905** | Queen's University Faculty Association (860 professors and librarians) | May 11/2002 ********** May 1/2002 – April 30/2005 Reopener: April 30/2004 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|---|
| | **ONTARIO (continued)** | | |
| √ | Sudbury Catholic District School Board, Sudbury **1190803** | Ontario English Catholic Teachers' Association (130 secondary teachers) | Oct. 21/2002 ********** Sept. 1/2002 – Aug. 31/2004 |
| √ | University of Guelph, Guelph **0530911** | Cdn. Union of Public Employees (290 service and maintenance employees) | Sept. 27/2002 ********** May 1/2002 – April 30/2005 |
| √ | University of Toronto, Toronto **1235002** | United Steelworkers of America (3,000 administrative employees) | Oct. 31/2002 ********** July 1/2002 – June 30/2005 |
| √ | University of Toronto, Toronto **1235102** | United Steelworkers of America (1,300 casual employees) | Oct. 31/2002 ********** July 1/2002 – June 30/2005 |
| | **MANITOBA** | | |
| √ | Bristol Aerospace Limited, Winnipeg **0192208** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (480 plant and maintenance employees) | Oct. 11/2002 ********** April 1/2002 – March 31/2005 |
| √ | Seven Oaks School Division No. 10, Seven Oaks **0492310** | Manitoba Teachers' Society (640 elementary and secondary teachers) | Oct. 16/2002 ********** July 1/2002 – June 30/2003 |
| √ | St. Boniface General Hospital, St. Boniface **0611108** | United Food and Commercial Workers (1,500 service, maintenance, office and clerical employees) | Oct. 28/2002 ********** April 1/2002 – March 31/2004 |
| √ | Taché Centre, St. Boniface **0621408** | Manitoba Government and General Employees' Union (430 non-medical employees) | Oct. 24/2002 ********** April 1/2002 – May 31/2004 |
| | **SASKATCHEWAN** | | |
| √ | Moose Jaw Roman Catholic Separate School Division No. 22, (Working Conditions Agreement) Moose Jaw **0827606** | Saskatchewan Teachers' Federation (100 elementary and secondary teachers) | Sept. 25/2002 ********** Jan. 1/2002 – Dec. 31/2004 |
| | **ALBERTA** | | |
| √ | City of Calgary, Calgary **0725809** | Calgary Police Association (1,430 police officers) | Oct. 4/2002 ********** Jan. 1/2002 – Dec. 31/2003 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contra |
|---|---|---|---|
| | **ALBERTA (continued)** | | |
| √ | University of Calgary, Calgary **0533114** | Alberta Union of Provincial Employees (2,900 support employees) | Oct. 30/2002 ********** April 1/2002 – March 31/2005 |
| | **BRITISH COLUMBIA** | | |
| √ | Construction Labour Relations Association of British Columbia, province-wide **0260007** | Various construction unions (26,410 construction employees) | July 23/2002 ********** May 1/2000 – April 30/2004 |
| | **NUNAVUT** | | |
| | Government of Nunavut, Iqaluit **1229902** | Federation of Nunavut Teachers (640 elementary and secondary teachers) | Oct. 25/2002 ********** July 1/2002 – June 30/2005 |
| | **MULTIPROVINCE** | | |
| | Algoma Central Railway Inc., system-wide **1024203** | Various unions (125 railway employees) | Feb. 25/2002 ********** Feb. 1/2001 – Jan. 31/2005 |
| √ | Government of Canada, Canada-wide **0665110** | Association of Public Service Financial Administrators (2,560 finance employees) | Oct. 8/2002 ********** Nov. 1/2002 – Nov. 6/2004 |
| √ | National Research Council of Canada, Canada-wide **0960505** | Research Council Employees' Association (530 support employees) | Oct. 7/2002 ********** May 1/2001 – April 30/2003 |

*The content of this publication has been prepared by members of the Social Science Employees Association and the Public Service Alliance of Canada.*

## CURRENT KEY NEGOTIATIONS

| Employer | Union | Number of employees | Status[1] | Expiry month |
|---|---|---|---|---|
| • Government of Canada | Various unions | 21,180 | B/CO/ARB | Jan. 01–Sept. 02 |
| • Air Canada | CUPE | 4,500 | MED | Oct. 01 |
| • Canada Post | Postmasters | 10,000 | B | Dec. 01 |
| • Government of Nova Scotia | Teachers | 10,600 | MED | Dec. 01 |
| • Government of Nova Scotia | CUPE (Public Works) | 1,600 | B | Oct. 02 |
| • Government of New Brunswick | CUPE (Education) | 1,600 | B | Feb. 02 |
| • Cavendish Farms (P.E.I.) | UFCW | 750 | B | Dec. 02 |
| • Aliant Telecom Inc. (Atlantic) | CEP and ACTWU | 4,500 | B | Various |
| • Eastern Canada Car Carriers | Teamsters | 1,800 | B | Oct. 02 |
| • SAQ (Quebec Liquor Stores) | Synd. des employés de la SAQ | 3,500 | B | Dec. 02 |
| • City of Montréal | Various unions | 25,580 | B | Apr. 02 |
| • University of Toronto | Various unions | 5,140 | B | Sept. 02 |
| • Toronto District School Board | Various unions | 20,220 | B | Aug. 02 |
| • Ontario Hospital Association | OPSEU | 5,000 | B | Mar. 02 |
| • Hydro One Inc. (Ont.) | Society of Energy Professionals | 1,000 | B | Dec. 02 |
| • Hudson Bay Mining and Smelting | Steelworkers | 1,150 | B | Dec. 02 |
| • Health Authorities of Alberta | Various unions | 18,140 | B/MED | Mar. 02 |
| • TELUS (B.C. and Alta.) | TWU | 16,710 | B | Dec. 00 |
| • Vancouver and other cities | Various unions | 12,980 | B | Dec. 02 |
| • Canadian Pacific Railway | UTU and BLE | 4,400 | B | Dec. 02 |
| • Greyhound Canada | ATU | 1,480 | B | Dec. 02 |

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; M/WS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

## MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM OCTOBER 31 TO NOVEMBER 28, 2002

| Employer, Location, Union | Issues | Number of employees | Starting | Ending |
|---|---|---|---|---|
| Vidéotron Ltd., Montréal, Que. Canadian Union of Public Employees | Wages and job security | 2,200 | May 8/2002 (Strike followed by lockout) | |
| Noranda inc., Fonderie Home, Rouyn-Noranda, Que. Fédération de la métallurgie | Job security and subcontracting | 500 | June 18/2002 | |

continued

## MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM OCTOBER 31 TO NOVEMBER 28, 2002 (continued)

| Employer, Location, Union | Issues | Number of employees | Starting | Ending |
|---|---|---|---|---|
| British Columbia Terminal Elevator Operators Association, Vancouver, B.C. British Columbia Government and Service Employees' Union | Hours of work and other issues | 600 | Aug. 26/2002 (Readjustment of the total of employees in lockout) | |
| NAV CANADA, Canada-wide National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) | Shift work | 2,200 | Oct. 16/2002 (Rotating strike) | |
| Simcoe Muskoka Catholic District School Board, Barrie, Ont. Ontario English Catholic Teachers' Association | Not available | 800 | Nov. 15/2002 | |

***Calendars of Collective Agreements Expiries and Reopeners***

*Coming soon, the 2003 Calendar listings for*
***MAJOR and SMALL Bargaining Units***

*2002 Calendar of Major Bargaining Units is available on the Workplace Information Directorate Web site at*

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Workplace Information
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**Volume 5, Issue 12, December 2002**

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## SUMMARIES

**Newfoundland and Labrador Hydro** *and* **International Brotherhood of Electrical Workers**

- 500 plant and maintenance employees, province-wide, Newfoundland and Labrador, reached a 36-month agreement which expires March 31, 2005
- wage adjustments of 2.5 per cent on April 1, and October 1, 2002 and on April 1, and October 1, 2003, and 3.0 per cent on April 1, 2004

continued

Canada

**Exceldor Coopérative Avicole** *and* **Syndicat démocratique des salariés de la Co-op de Dorchester**

- following a 3-week work stoppage, 460 plant employees at St-Anselme, Quebec, reached a 60-month agreement which expires July 31, 2007
- wage adjustments on the base rate occupation of 46¢ per hour on August 1, 2002, 23¢ on August 1, 2003, 24¢ on February 1, 2004, 23¢ on August 1, 2004, 24¢ on February 1, 2005, 25¢ on August 1, 2005, 20¢ on February 1, and August 1, 2006 and on February 1, 2007; other occupations receive various increases
- increased employer contributions for health and welfare benefits and various premiums

**City of Kingston** *and* **Canadian Union of Public Employees**

- 1,200 inside and outside employees, Kingston, Ontario, reached a 36-month agreement which expires December 31, 2004
- wage adjustments of 3.0 per cent on January 1, 2002, 2.8 per cent on January 1, 2003, and 3.0 per cent on January 1, 2004
- a joint report on job evaluation results will be presented to City Council before March 31, 2003
- effective January 1, 2003, introduction of an additional day of vacation per year after 25 years of service to a maximum of five days
- improvements in health and welfare benefits, allowances and shift, weekend and standby pay premiums

**Accuride Canada Inc.** *and* **National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)**

- three and a half months prior to the expiry of the current agreement, 550 plant and maintenance employees, London, Ontario, reached a 36-month agreement which runs to March 12, 2006
- signing bonus of $1,000
- wage adjustments of 65¢ per hour on December 1, 2002, March 14, 2004, and March 5, 2005 for production employees and 75¢ per hour on the same dates for trades employees
- improvements in shift premiums, life insurance, health and welfare, and pension benefits
- lump-sum payments of $200 for retirees on December 2, 2002, December 3, 2003, and December 4, 2004

**IPSCO Saskatchewan Inc.** *and* **United Steelworkers of America**

- 740 production, office and clerical employees, Regina, Saskatchewan, reached a 48-month agreement which runs to July 31, 2006
- signing bonus of $1,000 for employees who worked 1,000 hours in previous year and pro-rated for those who worked less hours
- cost-of-living allowance float of $1.48 was folded into wages on July 31, 2002 and any accumulated COLA will be folded into wages on July 31, 2006
- wage adjustments of 15¢ per hour on August 1, 2003 and August 1, 2005
- improvements to life insurance plan, weekly indemnity, health, and pension benefits

## CURRENT SETTLEMENTS

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| Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|
| **NEWFOUNDLAND AND LABRADOR** | | |
| √ The Fairmont Newfoundland, St. John's **0647209** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (200 hotel and restaurant employees) | July 17/2002 ********** April 1/2002 – March 31/2005 |
| **NOVA SCOTIA** | | |
| √ Nova Scotia Association of Health Organizations, province-wide **1120602** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (3,000 health service employees) | Sept. 5/2002 ********** April 1/2001 – March 31/2004 |
| **NEW BRUNSWICK** | | |
| √ Electrical Contractors Association of New Brunswick Inc., province-wide **0273308** | Intl. Brotherhood of Electrical Workers (350 electricians) | May 29/2002 ********** May 29/2002 – Dec. 31/2003 |
| √ Government of New Brunswick, province-wide **0669907** | Cdn. Union of Public Employees (1,250 health and social care professional employees) | Nov.12/2002 ********** Nov. 12/2002 – Aug. 15/2004 |
| **QUEBEC** | | |
| √ Canadian Museum of Civilization Corporation, Gatineau **0983603** | Public Service Alliance of Canada (420 museum employees) | Oct. 8/2002 ********** April 1/2002 – March 31/2005 |
| √ Government of Quebec, Comité de coordination patronal, province-wide **0960108** | Fédération de la santé et des services sociaux (3,500 ambulance technicians) | Oct. 31/2002 ********** Nov. 15/2002 – June 30/2005 Reopener: Dec. 31/2003 |
| √ Sécur, province-wide **1296801** | Cdn. Union of Public Employees (900 armoured car employees) | Oct. 8/2002 ********** Oct. 1/2002 – Sept. 30/2005 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date ********** Term of Contract |
|---|---|---|---|
| | **QUEBEC (continued)** | | |
| | Security and Investigation Agency of Eastern Quebec Inc., province-wide **0634805** | United Steelworkers of America (8,020 security guards) | Sept. 13/2002 ********** July 1/2002 – June 30/2007 |
| | Tissages Sherbrooke Inc., Sherbrooke **0082409** | Fédération des syndicats du textile et du vêtement (350 plant and maintenance employees) | Nov. 17/2002 ********** Dec. 17/2002 – Dec. 16/2007 |
| | **ONTARIO** | | |
| | Accuride Canada Inc., London, **0169807** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (550 plant and maintenance employees) | Nov. 30/2002 ********** March 14/2003 – March 12/2006 |
| √ | City of Mississauga, Mississauga **0377410** | Amalgamated Transit Union (680 bus drivers, mechanics, and service employees) | Nov. 13/2002 ********** Oct. 1/2002 – Sept. 30/2005 |
| √ | City of Toronto, Toronto **1208902** | Cdn. Union of Public Employees (2,000 health and social care professional employees) | Nov. 5/2002 ********** Jan. 1/2002 – Dec. 31/2004 |
| √ | City of Toronto, Toronto **1208302** | Cdn. Union of Public Employees (11,000 inside employees) | Nov. 5/2002 ********** Jan. 1/2002 – Dec. 31/2004 |
| √ | City of Toronto, Toronto **1209002** | Cdn. Union of Public Employees (1,500 inside and outside employees) | Nov. 5/2002 ********** Jan. 1/2002 – Dec. 31/2004 |
| √ | City of Toronto, Toronto **1208102** | Cdn. Union of Public Employees (5,200 outside employees) | Nov. 5/2002 ********** Jan. 1/2002 – Dec. 31/2004 |
| √ | City of Toronto, Toronto **1208802** | Cdn. Union of Public Employees (5,000 recreational employees) | Nov. 5/2002 ********** Jan. 1/2002 – Dec. 31/2004 |
| √ | Government of Ontario, province-wide **1297001** | Ontario Provincial Police Association (2,000 administrative and support employees) | Aug. 19/2002 ********** Jan. 3/2002 – Dec. 31/2002 |
| √ | Hastings and Prince Edward District School Board, Belleville and area **1124703** | Elementary Teachers' Federation of Ontario (710 elementary teachers) | Nov. 26/2002 ********** Sept. 1/2001 – Aug. 31/2002 |

continued

| | Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date<br>**********<br>Term of Contract |
|---|---|---|---|
| | **ONTARIO (continued)** | | |
| √ | Hydro One Inc.,<br>province-wide<br>**1256403** | Society of Energy Professionals<br>(780 scientific professionals and administrative employees) | Nov. 19/2002<br>**********<br>Jan. 1/2003 – March 31/2005 |
| √ | Manac, Division of The Canam Manac Group Inc.,<br>Orangeville<br>**1098203** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)<br>(250 production employees) | Oct. 27/2002<br>**********<br>Sept. 18/2002 – Sept. 17/2005 |
| √ | McGregor Hosiery Mills,<br>Toronto<br>**1115603** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)<br>(600 production employees) | Nov. 2/2002<br>**********<br>Oct. 23/2002 – Oct. 22/2005 |
| √ | Niagara Catholic District School Board,<br>Welland and area<br>**1126603** | Ontario English Catholic Teachers' Association (830 elementary teachers) | Nov. 12/2002<br>**********<br>Sept. 1/2002 – Aug. 31/2004 |
| √ | No Frills Franchise Stores,<br>Toronto and other centres<br>**1003003** | Natl. Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)<br>(1,200 retail employees) | Nov. 17/2002<br>**********<br>Sept. 14/2002 – Sept. 14/2005 |
| | Norbord Industries Inc.,<br>Cochrane<br>**1168903** | Industrial Wood and Allied Workers of Canada (190 mill employees) | Nov. 24/2002<br>**********<br>June 1/2002 – May 31/2007 |
| | Queen's University,<br>Kingston<br>**1170905** | Queen's University Faculty Association<br>(860 professors and librarians) | May 11/2002<br>**********<br>May 1/2002 – April 30/2005<br>Reopener: April 30/2004 |
| | University of Toronto,<br>Toronto<br>**1043903** | Cdn. Union of Public Employees<br>(410 laboratory technicians, service and maintenance employees) | Nov. 27/2002<br>**********<br>July 1/2002 – June 30/2004 |
| | University of Toronto,<br>Toronto<br>**0526708** | Cdn. Union of Public Employees<br>(190 library technicians) | Nov. 17/2002<br>**********<br>July 1/2002 – June 30/2005 |
| | **SASKATCHEWAN** | | |
| √ | Saskatchewan Association of Health Organizations,<br>province-wide<br>**1233702** | Health Sciences Association of Saskatchewan (2,500 health and social care professional employees) | Nov. 19/2002<br>**********<br>April 1/2001 – March 31/2004 |

continued

| Employer, Location and Reference Number | Union and Bargaining Unit | Settlement Date<br>**********<br>Term of Contra |
|---|---|---|
| **ALBERTA** | | |
| √ Peace River School Division No. 10, Peace River and Fairview **1058207** | Alberta Teachers' Association (240 elementary and secondary teachers) | Nov. 21/2002<br>Sept. 1/2002 – Aug. 31/2003 |
| √ Provincial Health Authorities of Alberta, province-wide **1247502** | Alberta Union of Provincial Employees (7,050 nursing assistants and technical employees) | Nov. 22/2002<br>**********<br>April 1/2002 – March 31/2004 |
| **BRITISH COLUMBIA** | | |
| √ Times-Colonist, Hollinger Canadian Newspapers (LP) Limited, Victoria **0147007** | Communications Workers of America (210 senior officers) | Nov. 6/2002<br>**********<br>Jan. 1/2002 – Jan. 1/2005 |
| **NUNAVUT** | | |
| Government of Nunavut, Iqaluit **1229902** | Federation of Nunavut Teachers (640 elementary and secondary teachers) | Oct. 25/2002<br>**********<br>July 1/2002 – June 30/2005 |
| **MULTIPROVINCE** | | |
| Algoma Central Railway Inc., system-wide **1024203** | Various unions (125 railway employees) | Feb. 25/2002<br>**********<br>Feb. 1/2001 – Jan. 31/2005 |

***Calendars of Collective Agreements Expiries and Reopeners***

*Coming soon, the 2003 Calendar listings for*
***MAJOR and SMALL Bargaining Units***

*2002 Calendar of Major Bargaining Units is available on the Workplace Information Directorate Web site at*

**http://labour.hrdc-drhc.gc.ca/doc/wid-dimt/eng/expreo.cfm**

## CURRENT KEY NEGOTIATIONS

| Employer | Union | Number of employees | Status[1] | Expiry month |
|---|---|---|---|---|
| • Government of Canada | Various unions | 21,170 | B/CO/ARB | Jan. 01–Sept. 02 |
| • Air Canada | CUPE | 4,500 | TENT | Oct. 01 |
| • Canada Post | Postmasters | 10,000 | B | Dec. 01 |
| • Canada Post | CUPW | 45,000 | B | Jan. 03 |
| • Atomic Energy | Professional Engineers | 650 | B | Dec. 02 |
| • Government of Nova Scotia | Teachers | 10,600 | ARB | Dec. 01 |
| • Government of Nova Scotia | CUPE (Public Works) | 1,600 | B | Oct. 02 |
| • Government of New Brunswick | CUPE (Education) | 1,600 | TENT | Feb. 02 |
| • Cavendish Farms (P.E.I.) | UFCW | 750 | CO | Dec. 02 |
| • Aliant Telecom Inc. (Atlantic) | CEP and ACTWU | 4,500 | B | Various |
| • Eastern Canada Car Carriers | Teamsters | 1,800 | B | Oct. 02 |
| • SAQ (Quebec Liquor Stores) | Synd. des employés de la SAQ | 1,770 | B | Dec. 02 |
| • City of Montréal | Various unions | 25,580 | B/MED | Apr. 02 |
| • Toronto District School Board | Various unions | 20,220 | B | Aug. 02 |
| • Ontario Hospital Association | OPSEU | 5,780 | B | Mar. 02 |
| • Hudson Bay Mining and Smelting | Steelworkers | 1,150 | B | Dec. 02 |
| • Health Authorities of Alberta | Various unions | 11,090 | B/MED | Mar. 02 |
| • TELUS (B.C. and Alta.) | TWU | 16,710 | CO | Dec. 00 |
| • Vancouver and other cities | Various unions | 12,980 | B | Dec. 02 |
| • Canadian Pacific Railway | UTU and BLE | 4,400 | B | Dec. 02 |
| • Greyhound Canada | ATU | 1,480 | B | Dec. 02 |

[1] ARB arbitration; B bargaining; B/WS bargaining after work stoppage; CO conciliation; MED mediation; MWS mediation after work stoppage; PAB post-arbitration bargaining; PCB post-conciliation bargaining; PMB post-mediation bargaining; TENT tentative agreement; WS work stoppage

## MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM NOVEMBER 29 TO DECEMBER 19, 2002

| Employer, Location, Union | Issues | Number of employees | Starting | Ending |
|---|---|---|---|---|
| Vidéotron Ltd., Montréal, Que. Canadian Union of Public Employees | Wages and job security | 2,200 | May 8/2002 *(Strike followed by lockout)* | |
| Noranda inc., Fonderie Horne, Rouyn-Noranda, Que. Fédération de la métallurgie | Job security and subcontracting | 500 | June 18/2002 | |

continued

## MAJOR WORK STOPPAGES INVOLVING 500 OR MORE EMPLOYEES FROM NOVEMBER 29 TO DECEMBER 19, 2002 (continued)

| Employer, Location, Union | Issues | Number of employees | Starting | Ending |
|---|---|---|---|---|
| British Columbia Terminal Elevator Operators Association, Vancouver, B.C. British Columbia Government and Service Employees' Union | Hours of work and other issues *(Readjustment of the total of employees in lockout)* | 600 | Aug. 26/2002 | Dec. 16/2002 |
| NAV CANADA, Canada-wide National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) | Shift work | 2,200 | Oct. 16/2002 *(Rotating strike)* | |
| Simcoe Muskoka Catholic District School Board, Barrie, Ont. Ontario English Catholic Teachers' Association | Not available | 800 | Nov. 15/2002 | Nov. 30/2002 |
| Ville de Laval, Laval, Que. Syndicat des travailleuses et travailleurs en loisirs de Laval | Wages | 800 | Nov. 30/2002 | Nov. 30/2002 |
| Canadian Niagara Hotels Inc., Niagara Falls, Ont. Hotel Employees and Restaurant Employees International Union | Not available | 700 | Dec. 6/2002 *(Rotating strike)* | Dec. 6/2002 |
| La Corporation des concessionnaires d'automobiles de la région de Québec, Québec, Que. Fédération démocratique de la métallurgie, des mines et des produits chimiques | Shift work | 850 | Dec. 11/2002 *(Lockout)* | |

*The content of this publication has been prepared by members of the Social Science Employees Association and the Public Service Alliance of Canada.*

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Information sur les milieux de travail

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